

Trainer Biographies:

Dave Hudson is the director/owner of Marin Consulting Associates. The firm offers management consulting and training services to clients in government and industry. He is currently instructing workshops in Assertive Supervision, Leadership & Accountability, Performance & Accountability, Team Building, and Performance Standards Development at various law enforcement agencies nationwide and in conjunction with California POST. He has served as director of Organizational Development for Kaiser Permanente and the U.S. Forest Service. Mr. Hudson has a B.S. in forestry from Purdue University, and has undertaken a wide range of post graduate studies in management and organization development.

Publications

"Bridging the Power Gap in Performance Control" CPOA Journal (1986)

"Writing Measurable Performance Standards" CPOA Journal (1987)

"The Power Gap and Police Performance Failure" Police Chief Magazine (1994)

"Assuring Police Officer Performance: Whose Job Is It?" Police Chief Magazine (2000)

"The Accountability Gap & Homeland Security: Are Our Supervisors Ready?"

Forum. Illinois Law Enforcement Executive Institute (2002)

"Accountability Based Law Enforcement", A self-study workbook, reference and guide for police managers and supervisors. Contains a 23-minute training video, entitled "Confronting Your Problem Performer Without Losing." Advertised internationally and used by police managers throughout the U.S. and abroad. Published in 1991.

Richard Dean is currently instructing workshops in Assertive Supervision and Performance & Accountability through California P.O.S.T and law enforcement agencies nationwide. He is a retired Lieutenant with 23 years of service to the Lodi, California Police Department. During his career Richard served in a wide variety of assignments including: Watch Commander and Administrative Lieutenant in charge of Personnel and Training, Narcotics Gang and Vice Unit Supervisor, County Narcotics Task Force Supervisor, Detective Sergeant, and Juvenile Officer. He also managed the department's Communications Center, Jail, Field Training Program, and Mounted Unit.

Richard holds a Bachelors Degree in Human Resources and Organizational Behavior from the University of San Francisco and a Masters Degree in Management from Cal Poly Pomona. He is a graduate of the POST Supervisory Leadership Institute and of the POST Command College.

On Performance & Accountability.....

Dear Chief:

Marin Consulting is interested in coming to your area to deliver a Performance & Accountability Workshop for law enforcement managers and supervisors. We would like to discuss with you the possibility of having your agency host an open-enrollment training in exchange for complimentary seats in the workshop. Our office handles all of the enrollment, advertising, phone calls, and we field all inquiries. We do ask that host agencies assist in sending fax or Teletype notices to surrounding agencies to notify them of the training. Class size is approximately 25, the workshop is in a two-day format and tuition ranges from \$235.00 to \$275.00 per participant, depending on location. Your agency would receive two complimentary seats for hosting the class. (Three free seats if enrollment hits 30 participants). That's it!

Following is a course outline of the proposed workshop. MCA has delivered this seminar to agencies across the U.S. for over 20 years, and it has been a core course for California POST since 1973 (under the name "Assertive Supervision"). Dave Hudson, our founder and director, has been a presenter at the last three International Association of Chiefs of Police Conferences, and was the highest attended presenter in 2001. He has also instructed at the FBI Academy at Quantico this year, as well as at numerous State Chiefs & Sheriffs Conferences.

If you wish to discuss hosting a workshop or if we can answer any further questions for you, please don't hesitate to call me at (707) 963-4041. You may also wish to consult our website for further information on our products at www.marinconsultingassoc.com.

Thank you for your consideration.

Sincerely,

Kathy McCarthy

Kathy McCarthy,
Director of Marketing & Sales